

Life from Oct

OIA-95/79
23 October 1979

MEMORANDUM FOR: Director of Personnel
SUBJECT : Imagery Analyst Standard

1. In a memorandum of 4 October 1979, [redacted] of your Position Management Compensation Division (PMCD) informed representatives of the Office of Imagery Analysis (OIA), the Office of Geographic & Cartographic Research (OGCR), and the National Photographic Interpretation Center (NPIC) of a PMCD decision regarding imagery analyst standards. We request the opportunity to present an oral appeal of this decision to you.

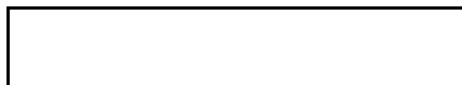
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2. A brief review is in order. On 22 March 1979, OIA, OGCR, and NPIC received copies of a draft imagery analyst standard prepared by PMCD. This standard was proposed by PMCD to serve as the yardstick for evaluating grade levels of CIA imagery analyst positions in future position audits. At a subsequent meeting convened in April 1979, the three Agency components with imagery analysis positions--OIA, OGCR and NPIC--stated that the draft standard as written was not acceptable to them because it did not adequately take into account the types of detailed analysis performed in the three organizations, and it limited the maximum grade of non-supervisory imagery analysts to the GS-13 level.

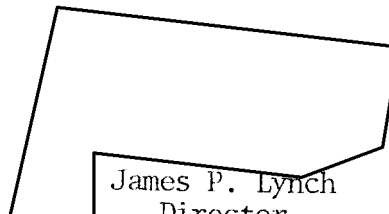
3. A group of managers from OIA, OGCR and NPIC then prepared a revised standard which the three organizations believed accurately reflects the type of work performed by imagery analysts, and identifies appropriate grade levels for analyst positions. At a meeting held between PMCD and representatives of the three organizations in September 1979, we learned that our version of the standard was unacceptable to PMCD. Thus, we have arrived at a stand off. The position of OIA, OGCR and NPIC remains essentially the same as it was in April of this year--that is, that the PMCD draft standard for imagery analysts is not acceptable for the reasons cited above.

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4. Because it is clear that this issue cannot be resolved through further negotiations with PMCD, we are taking the next step--that is requesting an opportunity to appeal this matter to you. The operating heads of our three organizations would like to meet with you to present our arguments on this issue. We would appreciate delaying the meeting until some time after 26 November so that one of the key individuals involved can be present. If it is not possible to extend the 30 day clock as we are requesting, please let us know so that we can adjust our plans accordingly.



Noel E. Firth
Director
Imagery Analysis



James P. Lynch
Director
Geographic and Cartographic Research



R. P. HAZZARD
Director
National Photographic Interpretation Center

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